



The FSEN Exchange Resource Group

Diversity, Equity, Inclusion, and Justice in Fire Science

The FSEN Exchange Resource Group (ERG) supports an organized, intentional approach to DEIJ-centered work within the FSEN. We collaborate across regions and with our partners to advance DEIJ principles in our normal operations.

What is DEIJ-centered work?

Successfully incorporating DEIJ principles into our work as Fire Science Exchanges reflects our commitment to repeated self-reflection. We embrace a set of goals that include increasing the diversity of people involved in our operations, helping people overcome barriers, and creating and promoting an inclusive culture throughout our networks. This work will contribute to justice in alignment with the priorities set forth by the US Departments of Agriculture and the Interior.

DEIJ-centered work is critical to the FSEN mission.

While scientific research methods can be objective, “science” as a larger system is biased due to the influence of funding, analysis, editing, agency/organizational structure, human interactions and a multitude of other factors. As science delivery professionals, we cannot ignore how these factors influence the ways science is created, accessed, and used. There is moral and inherent value in supporting a scientific community that understands and addresses the biases and oversights present in our systems. More inclusive science and science delivery are better rooted in the lived experiences of all people and therefore more useful for effecting positive change. Incorporating DEIJ principles will improve our ability to build relationships, identify needs, assess the quality and applicability of research, and share information.

For more information and resources related to this brief



What could DEIJ-centered work look like in the FSEN?

This is an ongoing process. It looks different depending on people and circumstances. It is not a destination to be reached or a definitive checklist to follow. With that in mind, the actions suggested below are meant to provide a starting point, spark ideas, and help prompt self-evaluation.

Assess relationships within your network. Are other partners needed in order to connect more strongly with underserved communities or constituents?

Allocate or secure resources in order to translate commonly used products (e.g., videos, research briefs) into languages or other mediums that may better serve your members.

Build mentorship/sponsorship opportunities at events or develop a program that specifically connects students and professionals from historically excluded groups.

Evaluate the methods you use to identify needs within the network. If they are passive methods, are there ways to directly reach out or solicit input from members who are currently less involved with fire science?

Consider where your events are located and how/when they are hosted. Are they accessible for everyone? Could targeted invitations or designated funds introduce new stakeholders to these events or trainings?

Commit to highlighting work from marginalized people, groups, or historically excluded practitioners. Assess the professionals you have featured recently and set a concrete goal to increase the number of QTBIPOC (Queer, Trans, Black, Indigenous, People of Color), and other historically excluded practitioners.

Create a guideline or checklist for hosting accessible meetings.

Create or use a list of best practices to ensure your social media is inclusive.

Check your website's accessibility for both screen readers and the color palette.



Increasing
Capacity,
Resource, or
Experience
Requirements



Start here if you
have limited
resources or
capacity